

**AGENDA SUMMARY PAGE**  
**CITY COUNCIL MEETING OF: MAY 20, 2009**

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**DEPARTMENT: HUMAN RESOURCES****DIRECTOR: F. CLAUDETTE ENUS**☐ **Consent**   ☒ **Discussion****SUBJECT:**

ADMINISTRATIVE:

Discussion and possible action regarding the employment agreement with James Nichols as Deputy City Manager (\$157,000 + benefits - General Fund)

**Fiscal Impact**☐**No Impact**☐**Augmentation Required**☒**Budget Funds Available****Amount:** \$ 157,000 + benefits**Funding Source:** General Fund**Dept./Division:** City Manager**PURPOSE/BACKGROUND:**

James Nichols joins the City of Las Vegas from the City of Goodyear, Arizona. Mr. Nichols served as the Deputy City Manager of the City of Goodyear for 4 years. Prior to working for the City of Goodyear, Mr. Nichols was the Director of Public Works for the City of Surprise, Arizona. Mr. Nichols obtained his bachelors of science in Civil Engineering from Northeastern University in Boston, Massachusetts. Mr. Nichols also has a master's degree in Environmental Engineering from the University of Connecticut.

**RECOMMENDATION:**

Approve and ratify the appointment of James Nichols to the position of Deputy City Manager

**BACKUP DOCUMENTATION:**

None

Motion made by OSCAR B. GOODMAN to Approve

Passed For: 4; Against: 0; Abstain: 0; Did Not Vote: 0; Excused: 3

RICKI Y. BARLOW, STEVE WOLFSON, OSCAR B. GOODMAN, GARY REESE; (Against-None); (Abstain-None); (Did Not Vote-None); (Excused-LOIS TARKANIAN, STEVEN D. ROSS, DAVID W. STEINMAN)

**Minutes:**

CITY MANAGER ELIZABETH FRETWELL stated that JAMES NICHOLS competed for the position as Deputy City Manager as part of a national recruitment where over 80 people had submitted applications. Several department heads and organizational leaders had participated in the selection process and it was determined that MR. NICHOLS brings a unique perspective to the City based on his public service record. CITY MANAGER FRETWELL stated that MR.

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NICHOLS would be instrumental in helping the City through its current challenges and in positioning itself when the economy recovers. He will oversee the Departments of Planning, Public Works, Building and Safety, Fire & Rescue and Field Operations and his anticipated start date is July 6, 2009. She thanked the Council for their consideration of his ratification.

COUNCILMAN REESE noted the City encourages staff to continue their education in an effort to promote from within the organization, but stated he looked forward to working with MR. NICHOLS.

COUNCILMAN WOLFSON welcomed MR. NICHOLS to the City and commended CITY MANAGER FRETWELL on her efforts to assemble a great team.

COUNCILMAN BARLOW expressed his confidence in CITY MANAGER FRETWELL'S ability to select her executive team and also welcomed MR. NICHOLS to the City.

MAYOR GOODMAN expressed his confidence in CITY MANAGER FRETWELL'S evaluation of MR. NICHOLS, noting that his experience would be valuable in furthering the Council's goals.

